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authority in all purely political affairs" does not take us far from the condemned position of the syndicalists.

While the guild system as outlined in this book is very impracticable, the guildsmen, in centering attention upon the rights and privileges of the producer, are *a priori* on much firmer ground than the socialists have been in their emphasis of the rights of consumers. Practically, too, the day seems to be with the guildsmen, as against the socialists, for although it is a far cry from the present industrial order to one of exclusive guild control, yet the organization of joint industrial councils in many industries in England and the steps taken toward the formation of a national industrial council, the rather extensive movement in management sharing here, and the general growth of trade unionism are all in line with the principal thesis of the guild advocates, while the experience during the war has seemingly told against rather than for government ownership and operation. It is interesting to note in this connection that the one urgent demand for the extension of government ownership in America is the demand of the trade unionists that the railroads be taken over—however, not to be operated by the government but by the railway workers. It is perhaps safe to predict that revolutionary thought will proceed along the line of control by the workers rather than of ownership by the state.

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*An Introduction to Trade Unionism.* By G. D. H. COLE. (London: George Allen and Unwin, Ltd. 1918. Pp. 128. 6s.)

*The Payment of Wages, A Study in Payment by Results Under the Wage System.* By G. D. H. COLE. (London: George Allen and Unwin, Ltd. 1918. Pp. 155. 6s.)

These monographs are numbers four and five respectively of the Trade Union Series of the publications of The Fabian Research Department. In both the field is restricted to Great Britain, and in both the author frankly approaches all controverted questions of trade-union structure and policy from the standpoint of the National Guildsman. These books are written in the clear and interesting style that we have come to expect from Mr. Cole. Each contains valuable appendices.

The *Introduction to Trade Unionism* is an admirable survey in summary form of the British labor movement as it stood in June,

1918, on the side of structure and membership. The description is confined almost entirely to the external side of trade unionism, to such matters as the basis of organization, machinery of government, extent and distribution of membership and inter-union relations. Very little space is given to trade policies, and nearly all of this to methods of payment. There is nothing on apprenticeship or the closed shop, for example, and working rules are treated but incidentally. Collective bargaining is given three pages. The crying need of British labor at this time, as the author sees it, is to get all the workers organized on a proper basis. Naturally, then, his discussion runs to craft unionism, overlapping of organizations, jurisdictional disputes, the extension of organization among the unskilled and the supervisory and professional workers, and the lack of a single, all-inclusive organization that can speak for all unionists in the country.

What Mr. Cole has set out to do he has done remarkably well. No student of British Trade Unionism—or of American Trade Unionism, for that matter—should pass this little book by. To be sure, one who picks it up as an easy introduction to the literature on trade unionism is liable to emerge from the first forty-five pages on structure and government in the British trade-union world in some confusion of mind, but those who are prepared for the medley of organizations that characterizes the British labor movement, will find this a very helpful bulletin on the situation in 1918.

The *Payment of Wages*, is, as the author states, the first general book on the question of methods of wage-payment published in England since Schloss' *Methods of Industrial Remuneration*. Moreover, it is twenty years since the Webbs wrote, in *Industrial Democracy*, of the attitude of the British trade unions toward piece work. The author has not attempted a numerical estimate of the proportion of trade unionists working under the piece system, willingly and unwillingly, as the Webbs did, but he goes through the main occupational groups and gives us the systems under which they work and the attitude of their unions toward piece work and the various premium and bonus systems of payment. He finds that there has been a tendency toward a more widespread use of payment by results in the last two decades, particularly in the engineering trades. Payment by output rather than by time gained ground, of course, during the war.

The description of the systems of payment and the arguments for and against them run for the most part along lines familiar to students of these questions in America. Mr. Cole is in full sympathy with the objections usually put forward by trade unionists against premium and bonus systems and allied features of scientific management. He has, however, other objections to scientific management which he presents with freshness and vigor. Most important is the objection that "scientific management tends to make more impassable the gulf between labour and management." To a National Guildsman this is a capital charge. He also opposes flatly the notion that there is merit in a man's receiving wages proportional to his output. The only kind of piece or bonus system of payment which he looks upon with favor is that of "collective contract by the whole workshop for all jobs." Under this system all the workers in a shop bargain as a group with the employer for a price for each lot of work, accepting as a group the responsibility for the performance of the work, and attending themselves to the payment of individual wages. This plan of payment is acceptable because it is believed to be a step toward the control of industry by the workers, the goal on which Mr. Cole's eye is always fixed.

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#### NEW BOOKS

- BAUER, S. *Arbeiterschutz und Völkergemeinschaft*. (Zurich: Art. Institut Orell Füssli. 1918. Pp. 160. 7 fr.)
- BLOOMFIELD, D. *Selected articles on employment management*. (New York: H. W. Wilson Co. 1919. Pp. 475. \$1.80.)
- BRISSENDEN, P. F. *The I. W. W. A study of American syndicalism*. Columbia University studies in political science, vol. LXXXIII. (New York: Longmans. 1919. Pp. 432. \$4.00.)
- COLVIN, F. H. *Labor turnover, loyalty and output*. (New York: McGraw-Hill. 1919. Pp. x, 152. \$1.50.)
- COOKE, M. L. *An all-American basis for industry*. (New York: Taylor Society. 1919. Pp. 16.)
- FAY, A. H. *Quarry accidents in the United States during the calendar year 1917*. (Washington: Bureau of Mines. 1919. Pp. 62.)
- FINDLAY, J. J. *The young wage earner and the problem of his education*. (London: Sedgwick & Jackson. 1918. Pp. 211.)
- GOMPERS, S. *American labor and the war*. (New York: Doran. 1919. Pp. x, 377. \$1.75.)